DOCUMENT RESUME

ED 068 572 TM 002 081

AUTHOR	Goldstein, Leo S.; Barrows, Thomas S.
TITLE	The Structure of Three Instruments Intended for Police Selection.
INSTITUTION	Educational Testing Service, Princeton, N.J.
REPORT NO	PR-72-14
PUB DATE	Aug 72
NOTE	65p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	Employment Opportunities; Factor Analysis; *Job Skills; Law Enforcement; *Performance Criteria; *Police; *Predictive Ability (Testing); Statistical Data; *Test Construction

ABSTRACT

A battery of instruments intended to predict on-the-job performance of patrolmen was administered to civil service police applicants, and the resulting data were factor analyzed. The factor structures which emerge closely resemble the intended structures and appear promising for planned predictive studies of criterion performance on the job. The instruments used include the Police Knowledge Test, Police Opinion Questionnaire, Discretionary Situations, Personality Inventory, and Police Background Information Form. Each instrument appears to tap dimensions of attitude and perception which may be expected to relate to job performance. Since little if any overlap was found, the experimental measures, personality measures, and background variables should be carried into projected studies. (See also ED 058 310.) (Author/LH)

ED 068572

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PR-72-14

THE STRUCTURE OF THREE INSTRUMENTS INTENDED FOR POLICE SELECTION

Leo S. Goldstein
and
Thomas S. Barrows

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August 1972

EDUCATIONAL TESTING SERVICE
PRINCETON, NEW JERSEY

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Abstract

A battery of instruments intended to predict on the job performance of patrolmen was administered to civil service police applicants and the resulting data were factor analyzed. The factor structures which emerge closely resemble the intended structures and appear promising for the planned predictive studies.

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The Structure of Three Instruments Intended for Police Selection

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Introduction

In order to describe selected characteristics of police applicants, several instruments were developed by ETS for a joint study conducted with the New Jersey Police Training Commission. In that investigation (Goldstein, 1971), data were collected on over 1300 police applicants and related to performance on the civil service examination. The present study consists of various additional analyses intended to contribute to an understanding of those psychological dimensions tapped by the instruments. This understanding should enhance future use in predictive studies of criterion performance on the job.

Subjects

The study by Goldstein (op. cit.) was based upon data for all applicants who took the New Jersey civil service examination for patrolman during a period of four consecutive months in 1970.

Subjects for whom data were incomplete have been excluded from the present analyses. For the analyses of the six items of the Police Knowledge Test which are related to ethnic group membership, the responses of minority group candidates have not been included. The number of subjects exceeds one thousand in all of the following analyses.

Instruments

Complete instrumentation is presented in Appendix A. The rationale

for the battery's coverage is given in an interim report (Gordon, 1969).

Police Knowledge Test - This instrument is intended to elicit the subject's attitude toward a variety of groups, circumstances and conditions which may be related to the job of policeman. Goldstein's (op. cit.) content analysis suggests 11 item categories:

Category	Item Numbers
Attitude toward Negroes	5, 20, 35
Attitude toward "Hippies"	10, 25, 40
Attitude toward "Spanish-Americans"	15, 30, 45
Arrest and search procedures	12, 19, 26
General aspects of the policeman's job	4, 11, 13, 21, 23, 27, 29, 36, 38, 41, 44
"Failure" on the job	3, 9, 17
Police effectiveness and public image	24, 31, 32
Danger, injury and mortality	2, 8, 16, 18, 22, 28, 33, 39, 42
Discretion	6, 34
Arrests	1, 7, 14
Homicide	37, 43

The rationale of the item format is, in most cases, that of "error choice" (Blumenfeld, 1966; Drinkwater, 1965; Wilde and Fortuin, 1969). As applied to social attitudes, the rationale suggests that persons who give a high estimate of the incidence of undesirable characteristics and a low estimate of the incidence of desirable characteristics in a group are those who are negatively biased against the group. Applying this rationale to the area under investigation here leads to the hypothesis, for example, that those subjects who give low estimates of the incidence of injury to policemen view the job as less dangerous than do those whose estimates are high.

Rational assignments based on the face validity of each item in the Police Knowledge Test to the a priori categories are given by Goldstein (op. cit.). Scoring procedures are indicated by the response weights listed next to each response option in Appendix A.

Police Opinion Questionnaire - The first of the three parts of this questionnaire consists of the Perception of Danger instrument developed by Sterling for his study of changes in role concepts of policemen (Sterling, 1969). Each of the 20 items, as seen in Appendix A, represents a radio patrol car assignment to which a policeman might have to respond. The subject is required to rate each assignment as to the degree of danger involved in handling the incident.

The second section is concerned with 17 jobs or services which policemen might have to perform but which are not "in the book." For each service function, the subject is requested to indicate on a four-point scale his feelings about being asked to perform that job. The scale ranges from "it uses up valuable time that should be devoted to law enforcement" to "it's an important and necessary part of police work," with two additional statements describing a relatively neutral position on the scale. For purposes of analysis, these latter two responses have been combined.

The third section of this instrument lists 24 offenses. The subject is asked to indicate which of seven maximum sentences prescribed by law he would assign to each offense. Scoring weights for this section are also given in Appendix A.

Discretionary Situations - Eleven situations, some of which a policeman might encounter while on duty and some which might occur off

duty, are presented in this instrument. The incidents range from drunkenness, drunk driving and family quarrels to assault and juvenile misbehavior. The subject is asked to indicate which of three to five actions suggested he would use if he were in the situation presented. A suggested action is scored 1 if the subject indicates he would use it, 0 if it would not be used.

Personality Inventory - The ten scales of the Personality Inventory were borrowed, with permission, from the Personality Research Form (Jackson, 1965) and the Differential Personality Inventory (Jackson and Messick, 1964).

Harmavoidance
Nurturance
Social Deviancy
Cynicism
Hostility
Impulsivity
Defensiveness
Repression
Sadism
Panic Reaction

Half of each scale's 20 items require a "true" response to indicate the presence of the personality trait being measured; a "false" response to the remaining ten items within the scale also indicates presence of the trait. In this manner, the scales are counterbalanced for acquiescence.

Police Background Information Form - Information relating to the applicant's educational and occupational history, military service, marital status, various aspects of home background (e.g., size of home

town), father's chief occupation, number of siblings and size of community presently resided in, history of traffic violations and automobile accidents, present state of health, religious affiliation, ethnicity, nationality, and previous experience in jobs related to police work is collected with this form.

Data Analysis

To fulfill the purpose of this study, the item intercorrelation matrices of the Police Knowledge Test, the three sections of the Police Opinion Questionnaire, and the Discretionary Situations were factor[1] analyzed individually. Principal components were extracted and rotated to both varimax and promax criteria of simple structure. The ten scores of the Personality Inventory and four items of background information (education, father's occupation, number of residences in past five years and number of moving automobile violations) were treated as extension variables to each of the rotated factor matrices.

Results

A common procedure was adopted for estimating the number of factors to extract and rotate. The latent roots of the principal components analysis were plotted on graph paper and the point on the curve where

[1] As unities were inserted in the diagonals, some readers might insist that the term "factor analysis" is misused here. The distinction between component and factor is noted. However, we choose to use the terms interchangeably.

the slope changed markedly was determined. For example, the plotted values for the Police Knowledge Test (Figure 1) show that the curve "breaks" at the sixth root. Therefore, a six-factor rotation was decided upon. In order to "play it safe", rotations were also obtained for five factors and for seven factors.

(Insert Figure 1 about here)

In each case, the results of the varimax (orthogonal) solution were essentially identical to the promax (oblique) solution; only the varimax results are reported below.

Police Knowledge Test - On the basis of the procedure described above, five-factor, six-factor and seven-factor varimax rotations were obtained. The rotation based on six factors appears to give the best resolution (Table 1).

(Insert Table 1 about here)

These factors can be labeled as:

1. Attitude toward minority groups (5, 15, 20, 45)
2. Perceived injury and mortality (22, 33, 39, 42)
3. Potential for danger on the job (11, 16, 18, 28, 37)
4. An "omnibus" factor (36, 43, 44)
5. The "profession's" image (3, 24, 29, 32, 41)
6. Number of arrests (1, 14)

The numbers in parentheses refer to the items which define the factors. An interpretation of these and subsequent findings is given in the Discussion section of this paper.

The correlations of the 14 extension variables with the six varimax factors are generally low. Those which are relatively high are:

Cynicism - Factor 1 (.16)
Cynicism - Factor 3 (.20)
Repression - Factor 1 (.16)
Repression - Factor 2 (-.19)

Police Opinion Questionnaire - I. Perception of Danger - Of the three-, four-, and five-factor solutions obtained for this section, the latter appears to offer the structure most amenable to interpretation (Figure and Table 2).

(Insert Figure 2 and Table 2 about here)

The clusters, (item numbers in parentheses), are:

1. Situations of potentially great danger which require immediate response (5, 8, 9, 11, 12, 14)

2. Situations in which the element of danger has passed (1, 6, 10, 13, 20)

3. Less dangerous situations dealing with varieties of misbehavior (7, 17, 18)

4. Driving offenses (4, 15)

5. Situations with presumably slight prospect of danger (2, 3, 19)

Except for the correlation of Nurturance with Factor 1 (.10), all the extension variable - varimax factor correlations are less than .10.

Police Opinion Questionnaire - II. Service Functions - The six-factor varimax solution identifies four multi-item and two single-item clusters (Figure and Table 3).

(Insert Figure 3 and Table 3 about here)

These are:

1. General assistance (6, 7, 9, 10, 14)
2. Guarding function (13, 15, 17)
3. Assisting persons who are lost (2, 5, 11)
4. Rendering medical assistance (3, 4)
5. Arbiter of family disputes (1)
6. Election day poll watching (8)

The sixth factor - poll watching - is the only one to correlate greater than .10 with an extension variable. These are:

Harmaviodance (.11)
Social Deviancy (-.12)
Impulsivity (-.10)

Police Opinion Questionnaire - III. Sentences for Offences

(Insert Figure 4 and Table 4 about here)

The six factors generated by the varimax solution (Figure and Table 4) are:

1. Sex offenses and gambling (3, 16, 18, 20, 23)
2. Actions serving to influence the behavior of others (12, 15, 22, 24)
3. Offenses dealing with theft (7, 11, 13, 21)
4. Minor offenses of self-conduct (5, 6, 9, 10)
5. Offenses which result in death or injury to others (1, 2, 14)
6. Assault or Narcotics (4, 8, 17)

The first factor, which consists of sex offenses and gambling, yields correlations ≥.10 with five extension variables:

Harmavoidance (.12)
Social Deviancy (-.16)
Impulsivity (-.11)
Defensiveness (.15)
Repression (.14)

The second factor correlates -.11 with Repression.

Discretionary Situations -

(Insert Figure 5 and Table 5 about here)

The four-factor rotation (Figure and Table 5) isolates clusters of situational responses which may be defined as follows:

1. In a variety of situations involving teenagers, drunks, quarreling couples, a peeping Tom, etc., the policeman takes the course of action which tends to ignore the situation or he selects the most extreme of those actions proposed (9, 10, 15, 18, 22, 27, 30, 31, 35, 37, 40, 41, 46, 49).

2. In five situations where underreactions or overreactions load Factor 1, actions appropriate to the situations load Factor 2 (9, 11, 23, 26, 38, 45).

3. In situations involving teenagers, those actions are selected which are least severe without ignoring the situation, e.g., lecturing or warning the malefactor (3, 4, 21, 47, 48).

4. In situations involving drunks, the more severe actions are selected (5, 6, 7, 34).

Except for Repression - Factor 4 (-.10), all the extension variable - factor correlations are less than .10.

Discussion

The primary objective of this investigation was to clarify our

understanding of the structure of the instruments in the battery. It seemed desirable to know whether each instrument is unidimensional or is composed of a number of discrete item clusters tapping different characteristics. In this regard, an examination of the proportion of the total variance accounted for by the first principal component gives an indication of the unidimensionality of each test. Generally, if the items tap one central characteristic, we would anticipate that the first principal component would extract a "large" percent of the total variance. Conversely, a "small" percent of the total variance accounted for by the first principal component would indicate that the test items were not "cohesive", and that it would be necessary to turn to multiple factors and rotations to achieve an interpretable structure.

Police Knowledge Test - Classification of the items of this instrument according to content indicated 11 areas of interest and we, therefore, expected a relatively small percent of the total variance to be accounted for by the first component. This was borne out by the analysis. However, only six factors are interpretable after rotation:

1. Attitude toward minority groups is delineated by four of the nine items which could be identified a priori as dealing with this issue. Two items relate to Negroes and two to Spanish-Americans. None of the items dealing with "hippies" is included in this cluster, indicating that "racial otherness" may be more salient than "cultural" difference.

2. A second component, also consisting of four items, deals with perceptions of injury and mortality encountered by policemen in the course of duty. These include injury at fires, assault, gunshot wounds

and death. We interpret this factor as indicating the presence of differential perceptions of the threats of injury and mortality.

3. Another component, less clearly defined than the two described above, consists of five items which seem to relate to perceptions of the potential danger associated with police work or the extent of involvement in activities associated with violence and crime. For want of a better term we propose "the Dick Tracy factor" as adequately descriptive. Although there are superficial similarities, this cluster of items appears to be tapping something quite different from Factor 2.

4. This three-item cluster consists of items dealing with (a) the amount of education a policeman has at time of appointment (b) the applicant's opinion of the value of police service functions and (c) the homicide rate. We are at a loss to interpret this factor.

5. Another cluster is defined by three heavily weighted items and two of lesser but nevertheless important weight. The items relating to the percent of New Jersey police who "moonlight", the general level of respect with which police are regarded, and the income level of police as compared to other selected occupations form the nucleus of this cluster. This is bolstered by two items which deal with (a) the percent of police who leave the department for other work and (b) opinion polls which reflect the percent of the public which feels the police do a good job. It seems reasonable to interpret this as an evaluative perception of the profession.

6. Three items were identified a priori as probing perceptions

of the number of arrests made by patrolmen in communities of 200,000, 100,000, and 25,000. Two of the items form this factor.

In summary, 23 or roughly half of the items of the Police Knowledge Test load on and, for our purposes, define six orthogonal factors. Five of these factors are adequately interpretable as covering several of the 11 areas originally intended (Table 6). The performance of the "error-choice" format seems encouraging and, perhaps, supportive of more general use.

(Insert Table 6 about here)

Police Opinion Questionnaire - This instrument consists of three subsections each of which is intended to be unidimensional and to elicit information different from that obtained by the other two. Therefore, each was analyzed separately and the results of these separate analyses are discussed seriatim below.

Part I - Perception of Danger - As expected the first principal component is fairly large suggesting a general attribution of danger across the 20 patrol car assignments. Rotation of five factors to orthogonal simple structure does, however, shed some additional light:

a. The three items most heavily weighted on the first factor deal with situations which are potentially highly dangerous and, most important, are probably still in progress when the radio assignment comes through. Robbery in progress, burglary in progress and assault with a deadly weapon are the nucleus of this cluster which is supported by four other items, less heavily weighted, but nevertheless bolstering the cluster's identity; burglar alarm sounding, firearms discharged,

officer needs help and insane person. This cluster represents situations of immediate and high risk to the responding policeman.

b. Another group of items, isolated by the analysis, may be described as being concerned with situations in which the element of danger, probably high, has passed by the time the radio assignment is received. Rape victim, attempted suicide, and a man down are the three most heavily weighted items in this cluster. Murder and animal bite victim bear lesser weight but are significant elements of the group.

c. Three situations which are of probably more moderate danger to the responding policeman are disturbance with teenagers, malicious mischief and a suspicious person. An appropriate label for this item cluster might be less dangerous situations dealing with varieties of misbehavior.

d. Reckless driving and drunk driver form a two-item group which seems self-explanatory.

e. A fifth cluster identified by the analysis is one of three items which probably present slight or no danger. This potpourri consists of family disturbance, meet a citizen, and indecent exposure.

Part II - Service Functions - Again, as expected, the first principal component is relatively large indicating a reaction to service functions qua service functions. We go on, once more, to the rotation of factors for further insight.

Fifteen of the 17 items in this section are distilled into six factors. Those described by one, two or three items are relatively

easy to define; only the first consisting of five items is troublesome.

a. The first factor is perhaps best labeled as one of general assistance. The core of "fix sump pumps" and "operate animal shelters" is supported by "open locked doors", "aid injured animals", and "escort people to public functions" which have somewhat lower loadings. Only a small proportion, usually less than 10%, of the respondents indicate that any of these functions is an important and necessary part of police work.

b. Three items define the second factor. The emphasis here is on the guarding function; "guard valuable property", "escort money to the bank", and "check homes of vacationing citizens".

c. Another set of three items is also quite clear. "Assist stranded motorists", "take lost children home", and "give directions to motorists" all deal with assisting persons who have lost their way.

d. Two items, "administer first aid" and "deliver babies" clearly are concerned with rendering medical assistance.

The two final factors are heavily loaded by single items:

e. "Arbitrate domestic disputes".

f. "Watch polls on election day".

Two items, "direct and control traffic" and "put out household small fires", are not weighted heavily enough to be part of any of the six defined clusters or to define single-item factors.

Part III - Sentences for Offenses - Once again we note a large first principal component reflecting the candidates' tendency to choose

mild or extreme sentences across types of offense. Six factors were obtained:

a. Offenses dealing with sex or gambling form Factor 1. They are prostitution, sale of pornographic material, sodomy, adultery, and gambling.

b. Two heavily weighted items and two of lesser weight form a set of offenses which is oriented toward influencing the behavior of others. These items are: inciting to riot, corrupting morals of a minor, illegal assembly, and indecent exposure. This latter item has a moderate loading on the first factor.

c. A four-item group deals with theft offenses, viz., larceny, breaking and entering, auto theft, and robbery.

d. A set of four items dealing with relatively minor offenses of self-conduct is defined by: loitering, malicious mischief, disorderly conduct, and drunken driving.

e. Three serious offenses which may result in death or injury to others are rape, murder, and treason. It is interesting that rape does not load the sex dimension appreciably.

f. Assault and battery on a policeman, assault with a deadly weapon, and possession of narcotics form a sixth cluster which we label assault or narcotics offenses.

In summary, the large first principal component in each of the three sections of the Police Opinion Questionnaire indicates a relatively high degree of internal consistency. Therefore the use of a total score for each section seems sensible.

Rotation of the factors provides clusters of identifying items which are interpretable and increase our understanding of the characteristics of the stimuli which are perceived as salient.

Discretionary Situations - Of the three instruments examined in this study, Discretionary Situations presents the most complications. This is not surprising as the instrument is the most exploratory.

The first principal component accounts for over 12 percent of the total variance. While this is an appreciable proportion, those actions loading this component heavily do not furnish as attractive an interpretation as the four factor rotation below.[2] While the first component and the first rotated factor are quite similar, Factors 2, 3, and 4 clarify the structure by differentiating various aspects of Factor 1.

1. If for each of the 11 situations, we note the options with the heaviest loading on Factor 1 ($\geq$.40) some modicum of meaning emerges. For the first situation there are no options with loadings greater than .40 on this factor; each of the remaining situations has at least one.

In each of three situations dealing with drunks, the heavily weighted option is the one in which the action taken is to ignore the incident or the individual causing the disturbance. This tendency to ignore or to give up on the situations is also true for the "Peeping Tom" incident.

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[2]The following actions have loadings above .40 on the first component; 9, 14-16, 18, 22, 30, 31, 35, 37, 40, 41, 44, 46, 49.

However, in four other situations, two concerned with teenagers (a challenge to the policeman and a free-for-all fight), a search for a parking space and a family quarrel, the heavily weighted options are those of aggressive action on the policeman's part.

In the two remaining situations, one dealing with a parolee and the other with an abduction, options which suggest both aggressive action and ignoring the situation receive the heaviest loadings.

This factor then appears to be one describing extremes of action taken by the responding policeman--either ignoring the situation completely or taking the most direct and forceful solution. We view these two extremes as overreaction and underreaction. Each seems inappropriate to the situations.

2. Within five of the 11 situations where inappropriate actions load Factor 1, appropriate actions load Factor 2. In the parking space incident, rather than telling the other driver to move on, the policeman appropriately elects to look for another parking place. The abduction is reported to Headquarters rather than being ignored or reacted to in an overly violent or aggressive manner. In similar fashion, the drunk policeman is given a warning, and the "Peeping Tom's" description is called in while the search for him is continued.

3. Five appropriate actions dealing with situations involving teenagers load this factor. Where a teenager strikes the policeman, the latter responds both by restraining the boy until he has cooled off and by giving both boys a warning. When challenged to a fight by another teenager, the policeman merely gives the boy a lecture and warning.

Similarly, in the teenage gang fight, the two options identified are those which stop the fight without using force.

4. Harsh but appropriate treatment is employed in dealing with drunks in two separate incidents-one a prominent lawyer, the other a loud drunk in a bus terminal. The former is either arrested for drunkenness or given a ticket for drunk driving. "Put him in a cab", a sympathetic action, receives a high negative loading. The loud drunk is dealt with by jailing him till he sobers up. Notice that the harshness of the actions loading this factor is not inappropriate to the situations as is the "overreacting" harshness of Factor 1.

In summary, the four factor structure furnishes some interesting insights into the functioning of Discretionary Situations and the dimensionality of "appropriateness" of reactions to varied problem situations. The association of "over-" and "underreacting" in Factor 1 seems especially interesting while the remaining three factors serve primarily--at least in our view--to clarify "appropriateness" through further differentiating it.

Extension Variables - The correlations of the ten scores of the Personality Inventory and the four background variables with the factors obtained from the other instruments are negligible. While some isolated correlations might encourage interpretation, the large number of correlations and their uniformly low values caution against this. We choose to interpret the dimensions uncovered in the factor analyses as essentially unrelated to personality as it is measured by the Personality

Inventory. The factors also appear essentially unrelated to the background characteristics treated in these analyses.

Conclusion

Future use of the instruments studied will be guided by the findings presented above. Each instrument appears to tap dimensions of attitude and perception which may be expected to relate to job performance. While the evidence provided here is slim, our interpretation is optimistic.

The instruments appear to tap perceptions and attitudes which are essentially unrelated to personality and background characteristics. Inasmuchas little if any overlap was found, the experimental measures, personality measures, and background variables should be carried foward into projected studies which will seek to predict criteria of job performance.

Each of the three experimental instruments should, in the future, be scored to yield variables in keeping with the dimensions found. Thus, the Police Knowledge Test should be scored to yield six scores if all six factors seem potentially important. Good arguments for dropping the "omnibus factor" and "number of arrests" may be advanced and, if accepted, four scores would be derived. For the three parts of the Police Opinion Questionnaire, the size of each first principal component suggests deriving total scores. The interpretations of the rotated factors in each part provide meaningful differentiations within the unidimensional interpretations and therefore we suggest that scores be developed corresponding to the factors found within each of the three parts. Discretionary

Situations should be scored to yield indices for each of the four factors uncovered. In those cases where scores for subsets of items are suggested, the alternative of factor scores should be considered if that degree of statistical sophistication seems warranted.

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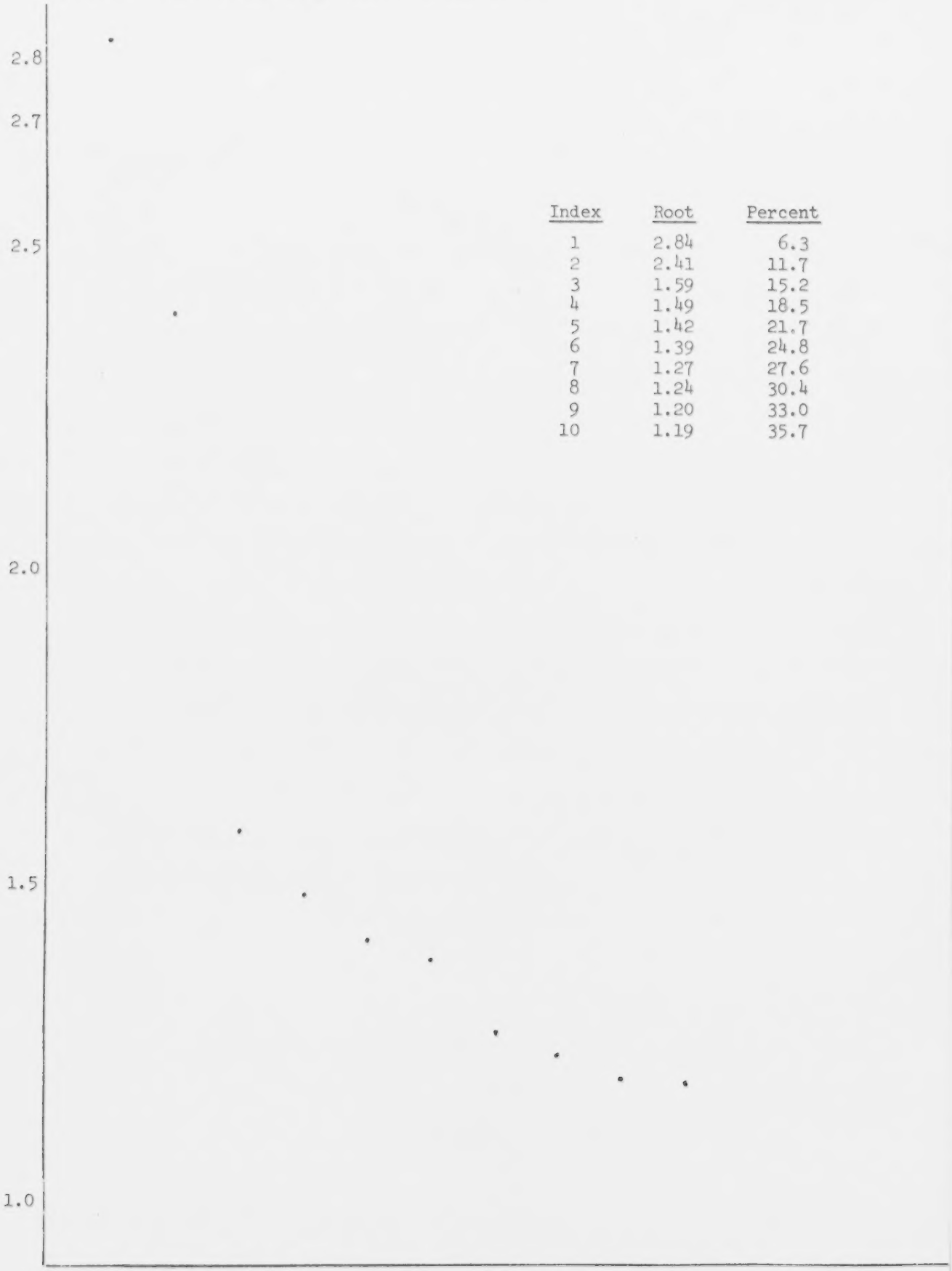
Figure 1. Police Knowledge Test. Latent Roots.



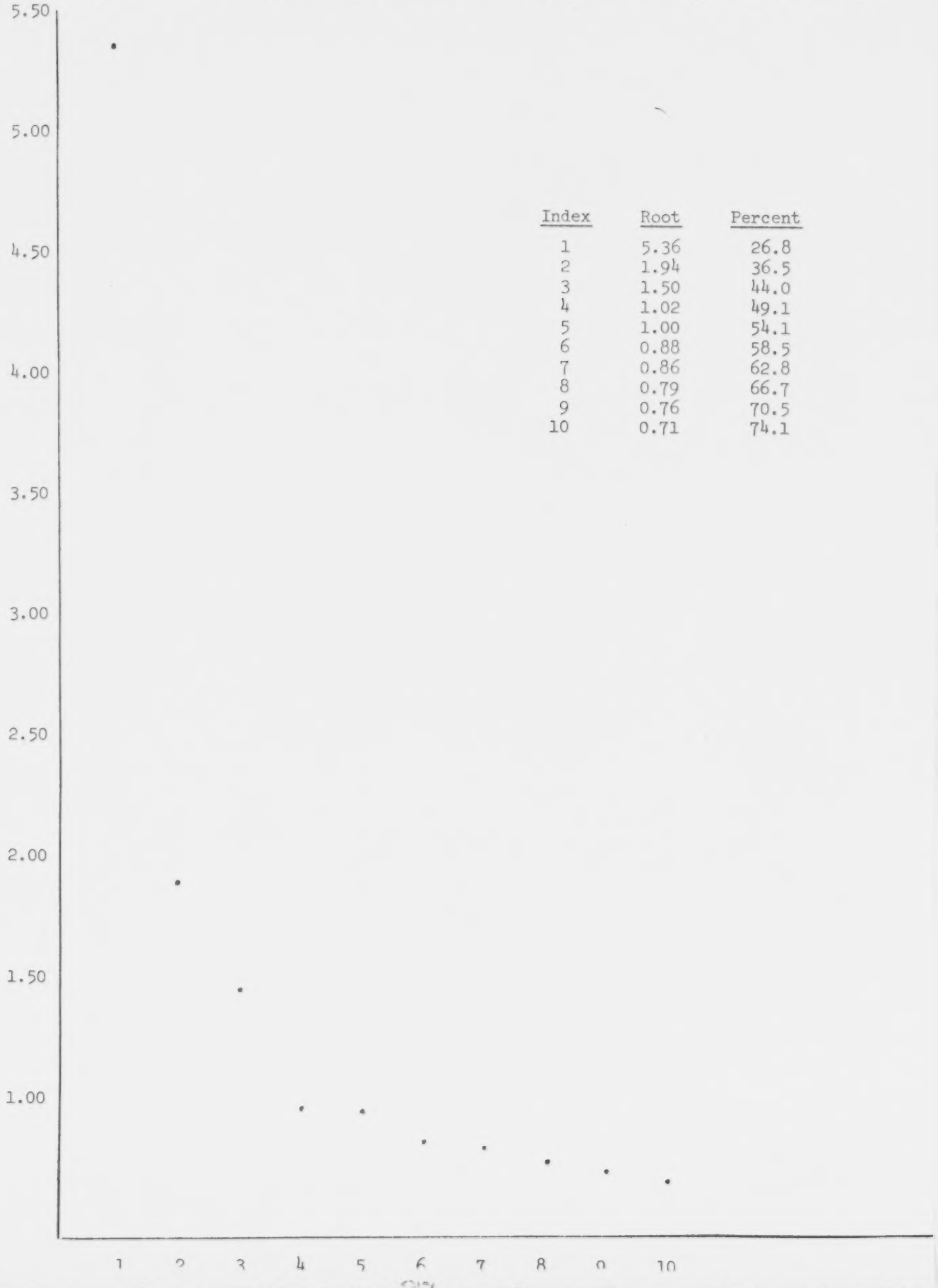
Index	Root	Percent
1	2.84	6.3
2	2.41	11.7
3	1.59	15.2
4	1.49	18.5
5	1.42	21.7
6	1.39	24.8
7	1.27	27.6
8	1.24	30.4
9	1.20	33.0
10	1.19	35.7

Table 1

Police Knowledge Test. Varimax rotation of six factors.

Item	Factor Loadings 1	2	3	4	5	6	h^2
1	.0034	.0464	.0111	.0059	.0116	.7973	.6381
2	- 1780	- 0390	- 2502	1418	0050	0350	1172
3	1516	1990	- 0174	- 1618	3927	0072	2433
4	1401	0033	0007	- 0074	2444	- 0358	0807
5	4210	- 0419	0627	- 2512	2298	- 0308	2998
6	1932	- 0310	- 0945	1017	- 0255	- 0873	0658
7	- 3499	0950	1615	- 0037	- 1541	1898	2173
8	0165	- 0555	2386	- 0296	1929	1171	1121
9	2799	2613	- 1247	- 1479	- 1880	- 0459	2215
10	- 1944	0591	- 3096	1087	0253	1178	1635
11	- 2691	2690	- 4231	- 0023	0835	- 0164	3310
12	- 0154	0061	- 2114	0121	0517	0039	4780
13	- 0164	0904	- 1157	0409	- 1371	- 1189	5643
14	2451	- 0375	0097	- 0638	0423	7337	6057
15	5629	- 0912	1742	0203	- 0576	2093	4031
16	0126	2050	4838	- 0789	1975	0181	3218
17	3512	1607	1714	- 2861	- 0154	1050	2717
18	0267	- 1016	4426	0771	- 0859	0891	2282
19	- 0312	- 0302	0371	1728	- 0189	0446	3547
20	4860	- 0866	1865	- 1071	- 0126	0683	2948
21	- 1148	- 1265	3156	1774	1963	1066	2102
22	1287	4469	- 0549	- 0833	1439	- 0252	2476
23	- 1586	2942	- 0614	- 0109	0154	- 0116	1160
24	0556	- 0213	2720	- 1841	3616	- 0652	2464
25	- 1765	- 1243	0654	0786	0391	1196	0729
26	1191	- 1352	0548	2170	0775	- 2709	1619
27	0716	- 0029	0743	2367	1703	2088	1393
28	- 0257	2654	4319	- 0343	0960	- 1268	2841
29	- 1349	1500	- 1104	0847	5940	- 0401	4145
30	1391	2330	- 2846	0699	- 0260	- 0371	1616
31	- 0787	2475	- 1228	3299	0632	- 0362	1967
32	0016	1265	- 0160	- 0357	5540	0135	3246
33	1083	5075	0044	0462	0326	0578	2758
34	- 1424	1726	0594	3646	2047	- 1029	2390
35	0648	- 1203	0611	3906	- 0864	- 0984	1921
36	1688	0382	- 0261	5024	- 0414	0284	2856
37	1294	2083	4912	1403	- 1432	0936	3504
38	3712	0314	2190	1012	2709	1608	2962
39	- 0153	5469	2634	1134	- 0156	0139	3820
40	3002	1723	0384	2054	0676	0481	1703
41	0005	- 0373	- 1222	1661	4386	1046	2472
42	- 1577	6466	0512	1580	1132	0645	4875
43	- 0186	0511	- 1264	4816	- 0777	- 0235	2575
44	- 0584	1931	- 1154	4996	0728	0059	3090
45	5248	0396	0826	1221	1035	1013	3197
	2·1054	2·0051	1·9432	1.7751	1.7237	1.5907	11.1434

Figure 2. Police Opinion Questionnaire I. Perception of Danger. Latent Roots.



Index	Root	Percent
1	5.36	26.8
2	1.94	36.5
3	1.50	44.0
4	1.02	49.1
5	1.00	54.1
6	0.88	58.5
7	0.86	62.8
8	0.79	66.7
9	0.76	70.5
10	0.71	74.1

Table 2

Police Opinion Questionnaire I. Perception of Danger.
Varimax rotation of five factors

Item	Factor Loadings 1	2	3	4	5	h^2
1	.3271	.5909	-.2961	-.1602	.0803	.5759
2	0738	3359	- 0499	3293	5028	4821
3	1977	- 0993	1172	2590	6866	6012
4	1589	2148	0760	7921	1545	7284
5	5770	0668	0943	1193	2663	4314
6	0820	6490	2162	1738	1012	5152
7	1765	1577	6472	1420	1019	5054
8	5062	2925	2126	1274	- 1204	4177
9	5087	1136	- 0773	1476	2637	3689
10	1993	6592	1100	3275	- 0019	5936
11	7826	0256	0441	0554	0378	6195
12	6740	2164	0680	0111	- 0423	5076
13	0899	7267	1294	1546	1164	5904
14	7505	0116	1899	0074	0620	6034
15	1452	3423	2873	7024	0510	7167
16	4408	0897	2442	2711	- 0347	3366
17	1220	3060	6333	1203	1428	5444
18	3591	- 0653	5281	0137	3643	5451
19	- 0614	1517	3083	- 2229	6787	6322
20	0052	5754	3843	1315	- 0789	5023
	3.1034	2.6544	1.7716	1.7141	1.5745	10.8180

Figure 3. Police Opinion Questionnaire II. Service Functions. Latent Roots.

Index	Root	Percent
1	3.09	18.2
2	1.65	27.9
3	1.35	35.8
4	1.28	43.4
5	1.00	49.2
6	0.93	54.7
7	0.90	59.9
8	0.87	65.1
9	0.79	69.7
10	0.76	74.2

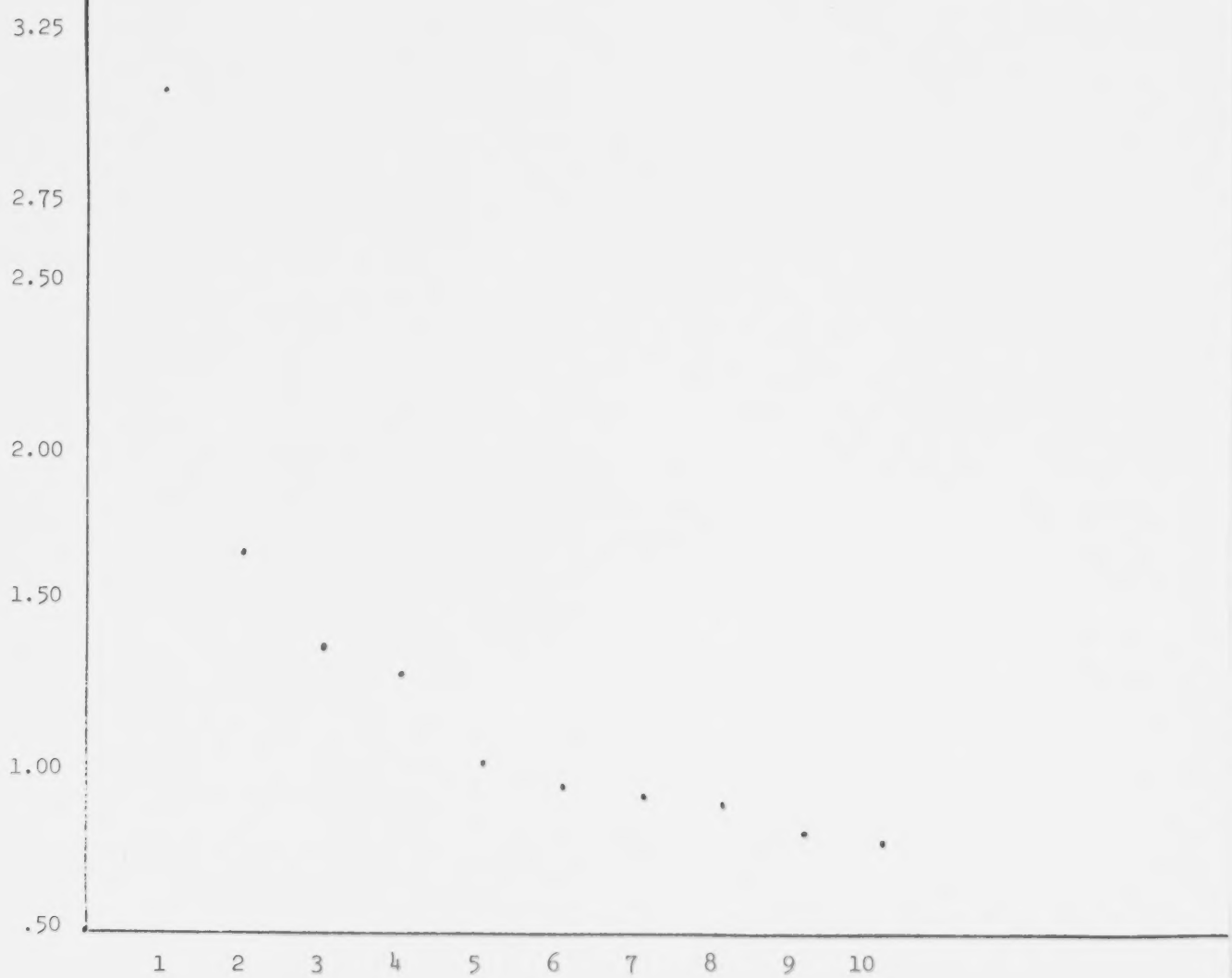
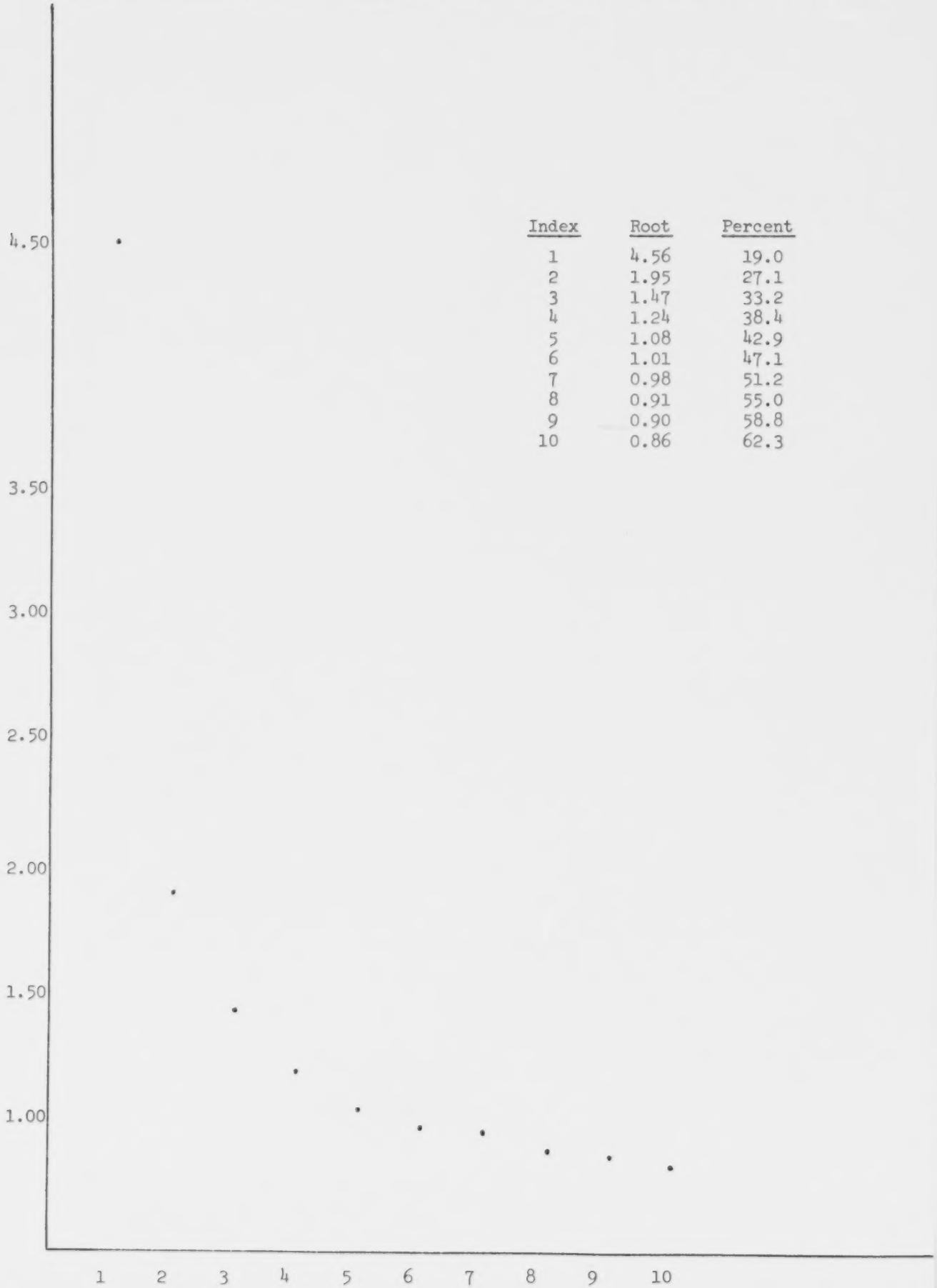


Table 3

Police Opinion Questionnaire II. Service Functions.
Varimax rotation of six factors.

Item	Factor Loadings 1	2	3	4	5	6	h^2
1	.0752	.0680	.1029	.0309	.9491	.0835	.9296
2	0264	- 0458	6518	- 0930	1911	1898	5088
3	1414	0177	- 0127	7559	0695	0970	6061
4	- 0608	0681	0666	7783	- 0580	0598	6255
5	0368	1929	6742	0540	0231	- 0957	5057
6	5208	0516	3139	0241	1833	- 1971	4455
7	7440	0210	- 0322	0076	1155	0322	5694
8	1675	1042	0899	1228	0924	7442	6244
9	7197	0039	- 0614	0694	- 0254	1652	5545
10	4905	0690	3353	2199	- 1079	- 1298	4346
11	0830	0886	7154	1040	- 0421	0903	5473
12	- 2320	3687	3033	1700	0344	3854	4604
13	0967	6566	2190	- 0643	- 0375	0047	4940
14	4714	3262	0724	- 1545	- 0677	2745	4377
15	0705	6887	0539	0820	0198	1641	5162
16	1136	3572	1828	4130	2690	- 3436	5349
17	0131	7431	- 0422	1119	0945	- 0306	5765
	1.9531	1.9033	1.8135	1.5161	1.1044	1.0810	9.3712

Figure 4. Police Opinion Questionnaire III. Sentences for Offenses. Latent Roots.



Index	Root	Percent
1	4.56	19.0
2	1.95	27.1
3	1.47	33.2
4	1.24	38.4
5	1.08	42.9
6	1.01	47.1
7	0.98	51.2
8	0.91	55.0
9	0.90	58.8
10	0.86	62.3

Table 4

Police Opinion Questionnaire III. Sentences for Offenses.
Varimax rotation of six factors.

Item	Factor Loadings 1	2	3	4	5	6	h^2
1	.0374	.0526	.0274	.0767	.7436	.1463	.5851
2	- 0441	0251	0578	0196	6752	1112	4746
3	7152	- 1884	0326	0870	- 0478	1806	5905
4	0742	0405	0985	1043	2984	6081	4866
5	2009	- 0259	0296	6722	- 0303	0578	4980
6	- 0216	- 0221	2425	6644	- 0275	1014	5122
7	- 0049	0219	6027	3036	0852	3313	5729
8	2694	1024	1464	0830	- 0124	5080	3696
9	1276	2323	- 0882	4902	1863	1595	3785
10	- 0289	3245	1124	6101	0303	- 1131	5047
11	0609	1203	6638	2123	0428	0038	5057
12	2763	4187	1285	2014	1261	0442	3266
13	1125	0315	6692	- 0923	0134	1377	4891
14	- 1589	3438	2705	- 1344	4868	- 0608	4754
15	- 0118	7177	1235	0415	0283	2825	6128
16	5610	1062	- 0679	0646	- 1059	1818	3790
17	0321	3408	0784	- 0032	0554	6691	5741
18	5641	2648	0831	0486	0324	0677	4032
19	3783	3688	0939	0682	1136	1394	3249
20	4925	2124	0733	0137	3243	- 1583	4235
21	1658	2947	5828	0482	1808	0008	4890
22	1815	5593	1570	1001	1752	1086	4229
23	6366	0965	2172	0617	- 0777	- 0311	4726
24	3007	4512	- 0280	3350	- 1583	0645	4362
	2.3447	2.0272	1.9171	1.8833	1.6285	1.5070	11.3077

Figure 5. Discretionary Situations. Latent Roots.

Index	Root	Percent
1	6.37	12.7
2	3.13	19.0
3	1.92	22.8
4	1.86	26.6
5	1.68	29.9
6	1.57	33.1
7	1.44	35.9
8	1.32	38.6
9	1.29	41.1
10	1.22	43.6

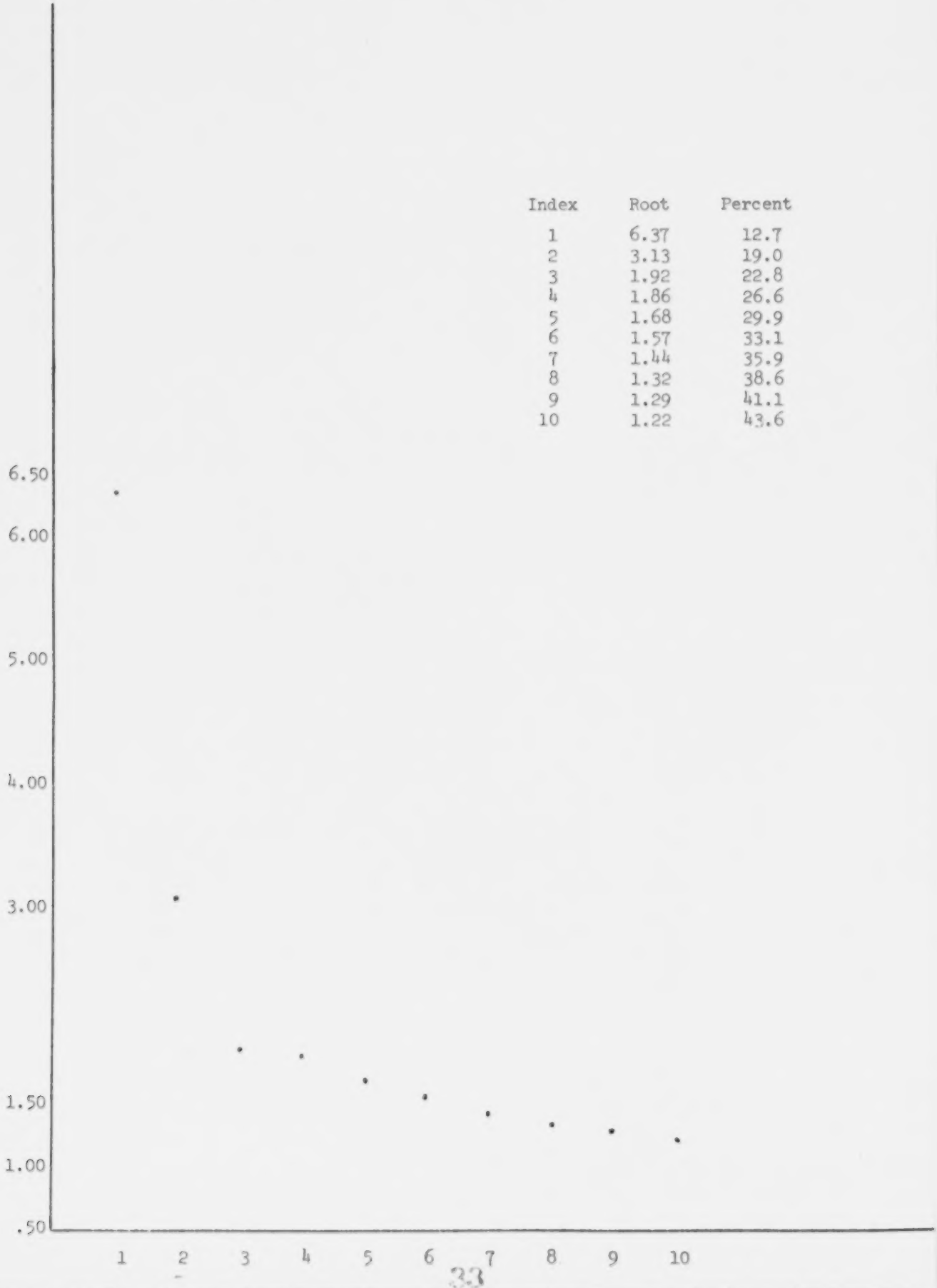


Table 5

Discretionary Situations. Varimax rotation of four factors.

Item	Factor Loadings 1	2	3	4	h^2
1	.0942	.0173	-.3339	.3744	.2608
2	2239	0076	2421	- 1931	1461
3	- 0659	2381	4985	- 1517	3325
4	- 0112	2911	4765	- 0944	3208
5	0604	- 0609	0523	6551	4392
6	1208	- 0390	0675	5316	3033
7	1693	2370	1090	- 4878	3347
8	0037	3252	0768	- 1808	1444
9	5265	5444	- 0287	0769	2869
10	4302	- 2105	2146	0475	2777
11	- 1115	4452	- 2385	0879	2752
12	2383	- 1646	3748	- 0334	2255
13	3151	- 0144	2109	1978	1831
14	3252	0407	0778	3651	2468
15	5131	- 0561	0839	1383	2926
16	3621	1672	0381	1851	1948
17	- 0340	3527	0663	- 0845	1371
18	6876	0961	0255	1232	4979
19	2635	- 0198	1092	3521	2057
20	1954	2865	- 1732	- 1296	1671
21	0203	1639	4212	0297	2056
22	5247	0141	0458	- 0150	2778
23	- 0298	4707	- 0259	0896	2311
24	2859	- 1459	3837	1545	2741
25	2652	1160	2910	0448	1705
26	0480	4967	1084	0812	2674
27	4648	0030	- 0364	- 0660	2217
28	0815	3061	2501	0191	1633
29	1003	2458	- 0015	3079	1653
30	6696	0942	- 0038	0179	4576
31	5192	0564	0234	2418	3318
32	2219	3813	2276	- 1808	2791
33	1858	3356	0594	- 2443	2104
34	2468	- 0143	0263	4597	2731
35	6497	2032	0243	0899	4721
36	2060	3974	1582	- 2163	2722
37	5311	0257	- 0144	- 0345	2841
38	0572	5099	0499	1698	2346
39	- 0339	3929	1786	1703	2164
40	4162	0605	2629	0768	2519
41	5874	0220	2289	1200	4123
42	2711	- 0209	2793	2769	2286
43	0665	3712	0436	- 0733	1495
44	3554	0624	0355	2958	2190
45	0934	4738	2307	- 0851	2937
46	4283	1172	0126	- 0390	1989
47	1051	1796	5108	1433	3248
48	0662	1485	4200	0850	2101
49	5238	0585	1645	1280	3212
50	2826	3284	- 3648	0391	3223
	5.3846	2.9494	2.4790	2.4655	13.2784

Table 6

Original Categories	Factors Defined
a. Attitude toward Negroes	Attitude toward Minority Groups (1)
b. Attitude toward "Hippies"	not defined
c. Attitude toward Spanish-Americans	Attitude toward Minority Groups (1)
d. Arrest and search procedures	not defined
e. General aspects	not defined
f. "Failure"	not defined
g. Police effectiveness and public image	The profession's image (5)
h. Danger, injury, and mortality	Perceived injury and mortality (2) Potential for danger on the job (3)
i. Discretion	not defined
j. Arrests	Number of arrests (6)
k. Homicide	not defined

Appendix A

I. Police Knowledge Test

II. Police Opinion Questionnaire

III. Discretionary Situations

IV. Personality Inventory

V. Police Background Information Form

POLICE KNOWLEDGE TEST

The following questions are designed to test your knowledge of the police job and its relationship to society. Included are questions about typical aspects of police work, various groups with whom the policeman deals, and some of the rigors of the job.

Answer every question to the best of your ability. If you are not sure of the answer mark the one answer which you think is right. Mark all your answers on the special answer sheet. Be sure that the item number on the answer sheet is the same as the item number in the test booklet.

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1. In 1968, the average patrolman in a New Jersey city of 200,000 made how many arrests?

1 a. 5
2 b. 17
3 c. 51
4 d. 73

2. Compared with the general public, life insurance rates for policemen are

1 a. 100% higher
2 b. 50% higher
3 c. 10% higher
4 d. the same

3. Over the past ten years in New Jersey, an average of what percent of patrolmen have left their departments each year for other types of work?

1 a. 5
2 b. 10
3 c. 15
4 d. 20

4. Most of a city patrolman's time on duty is spent

1 a. investigating crimes
2 b. testifying in court
3 c. on patrol
4 d. writing reports

5. The homicide rate (number of individuals killed per 100,000 population) for whites was 2.6 for the period 1949 through 1951. The homicide rate for Negroes during the same period was about

1 a. 10.0
2 b. 20.0
3 c. 30.0
4 d. 40.0

6. Which of the following best describes the expectation of police behavior with respect to orders? Policemen are expected to

1 a. follow all orders without question
2 b. follow all orders without question in an emergency situation, but not normally
3 c. question orders when they do not seem to make sense
4 d. use their discretion at all times in interpreting orders

7. Of the arrests made in a typical city of 100,000 in 1968, what proportion were made by foot patrolmen?

1 a. 90 percent
2 b. 80 percent
3 c. 70 percent
4 d. 60 percent

8. Job-connected injuries are most frequent among

1 a. policemen
0 b. construction workers
0 c. firemen
0 d. utility repairmen

9. Approximately what percent of men fail the course at a Police Training Commission Academy after passing the Civil Service Exam?

1 a. 2
2 b. 5
3 c. 10
4 d. 15

10. In 1964 the percent of students in the U.S. belonging to the "hippie" movement was about 2%. By 1968, this percent had increased to

1 a. 20
2 b. 15
3 c. 10
4 d. 5

11. What percent of a patrolman's time is spent on activities other than criminal investigation?

1 a. 30
2 b. 50
3 c. 70
4 d. 90

12. When can a patrolman stop and search a person?

1 a. at any time
2 b. when the person acts suspiciously
3 c. when the patrolman has reasonable grounds to believe the person has committed a crime
4 d. when the patrolman has a search warrant

13. As a general rule, most successful police work is carried out by

1 a. individual policemen, acting alone
2 b. pairs of policemen
3 c. teams of patrolmen, detectives, and other municipal officers

14. In 1968, the average patrolman in a typical New Jersey town of 25,000 made how many arrests?

1 a. 5
2 b. 17
3 c. 51
4 d. 75

15. In 1960, what percentage of the total population of the United States was Spanish-American?

1 a. 10
2 b. 30
3 c. 50
4 d. 70

16. About what percent of patrolmen in the U.S. are injured each year in the course of duty?

1 a. less than 2
2 b. 2-5
3 c. 6-9
4 d. 10-15

17. In New Jersey, the average percent of policemen dismissed from their departments each year is

1 a. 2
2 b. 5
3 c. 8
4 d. 11

18. Most radio communications to an officer on patrol are

1 a. routine procedural calls
2 b. stolen motor vehicle reports
3 c. reports of crimes in progress

19. Under what circumstances should an arrested suspect be questioned?

1 a. at any time
2 b. only after he has been advised of his rights
3 c. only in the presence of his lawyer
4 d. only in court

20. The active members of militant Negro organizations represented about what percent of the total Negro population in 1967?

1 a. 5
2 b. 25
3 c. 50
4 d. 75

21. Which of the following statements best describes the day-to-day life of a patrolman?

1 a. The job is pretty much the same every day.
2 b. There are some minor variations in routine but basically the job is predictable.
3 c. While there is a certain amount of daily routine, the job is different every day.
4 d. A patrolman never knows what will happen to him from one day to the next.

22. Assaults on police officers accounted for what percent of the total injuries to policemen in 1968?

1 a. 20
2 b. 40
3 c. 60
4 d. 80

23. The average patrolman in New Jersey is promoted to sergeant after how many years on the force?

1 a. 2
2 b. 5
3 c. 8
4 d. 11

24. According to public opinion polls, what percent of the public feels that the police are doing a good job?

1 a. 90
2 b. 75
3 c. 60
4 d. 45

25. In 1968 about how many violent campus disorders were caused by hippie students?

1 a. 50
2 b. 40
3 c. 30
4 d. 20

26. What does a patrolman do when he perceives that a law has been violated?

1 a. make an arrest if he is able
2 b. must make an arrest only when there are witnesses to the incident
3 c. decide if the offense is severe enough to require an arrest

27. About how many hours a week does the average policeman work?

1 a. 36
2 b. 44
3 c. 52
4 d. 60

28. In New Jersey in 1968, what percent of patrolmen had occasion to draw their guns in the line of duty?

1 a. 10
2 b. 20
3 c. 30
4 d. 40

29. What percent of policemen in New Jersey find it necessary to supplement their incomes by "moonlighting"?

1 a. 10
2 b. 25
3 c. 40
4 d. 65

30. The average IQ score of Spanish-Americans in the United States, as measured by standardized intelligence tests, is approximately

1 a. 85
2 b. 95
3 c. 105
4 d. 115

31. In 1966, the New York Transit Authority assigned uniformed patrolmen to every train during the late night hours. As a result of this action, crimes decreased by

1 a. 10 percent
2 b. 25 percent
3 c. 45 percent
4 d. 60 percent

32. In most cities, a patrolman is regarded with about the same respect as is a

1 a. clergyman
2 b. storeowner
3 c. factory worker
4 d. numbers runner

33. In New Jersey in the past two years, how many patrolmen have been seriously injured at fires?

1 a. 5
2 b. 10
3 c. 15
4 d. 20

34. Which one of the following best describes the way in which policemen operate?

1 a. everything a patrolman does is specified in the rulebook
2 b. while some things might not be in the rulebook, the patrolman is in constant communication with headquarters
3 c. a patrolman occasionally finds himself in situations which require him to use discretion
4 d. things often happen too quickly for the patrolman to consult either the rulebook or headquarters

35. Compared with life expectancy for whites, the life expectancy for Negroes is about

1 a. ten years lower
2 b. seven years lower
3 c. four years lower
4 d. the same

36. At the time of their appointment, most policemen have completed how much education?

1 a. 10th grade
2 b. 12th grade
3 c. 2 years of college
4 d. 4 years of college

37. About what percent of all persons arrested are charged with homicide?

1 a. less than 1
2 b. 2
3 c. 4
4 d. 8

38. The percentage of working time spent on paperwork by the average patrolman is approximately

1 a. 20
2 b. 40
3 c. 60
4 d. 80

39. How many policemen were killed in the course of duty in New Jersey in 1968?

1 a. 1
2 b. 4
3 c. 7
4 d. 10

40. About what percent of hippie students suffer from malnutrition?

1 a. 4
2 b. 12
3 c. 20
4 d. 28

41. The income of the average policeman is most nearly equal to that of a

1 a. school teacher
2 b. computer programmer
3 c. truck driver
4 d. sanitation worker

42. How many policemen in New Jersey received gunshot wounds in the course of duty in 1968?

1 a. 2
2 b. 5
3 c. 8
4 d. 11

43. The homicide rate in the U.S. in 1968 was approximately

1 a. one every minute
2 b. one every half hour
3 c. one every hour
4 d. one every two hours

44. Frequently, policemen are called on to perform such tasks as putting out kitchen fires or locating lost children. Which of the following statements best describes your opinion about such jobs?

1 a. They use up valuable time that should be devoted to law enforcement.
2 b. They serve an important public relations function, but are not really part of police work.
3 c. They are jobs that have to be done, and police are as well equipped as anybody to do them.
4 d. They are an important and necessary part of police work.

45. The homicide rate (number of individuals killed per 100,000 population) for whites was 2.6 for the period 1949 through 1951. The homicide rate for Spanish-Americans during the same period was about

1 a. 10.0
2 b. 20.0
3 c. 30.0
4 d. 40.0

POLICE OPINION QUESTIONNAIRE

A policeman's job may bring him into contact with a variety of people and situations. On the following pages, some possible assignments, services and offenses are listed. You are asked for your opinion in regard to each of these. Read the directions at the top of each page carefully and follow the instructions for recording your answers.

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NAME:_____ DATE:_____

SOCIAL SECURITY NUMBER:_____ - _____ - _____

Some police assignments carry with them a very real possibility of personal danger and violence. A policeman may find himself in a dangerous situation suddenly and without warning.

The list of radio assignments below was drawn from the standardized Ten Code System. Imagine you are assigned to a patrol car and you receive a radio assignment. Rate each assignment according to the degree of danger you think might be present in handling each incident.

For example, if you think an assignment has almost no possibility for danger, place a check in the first column. If, on the other hand, you feel there may be a high degree of danger present in handling the call, place a check in the fourth column. Your choice, in each instance, should be in terms of what you believe at the present time. Work rapidly. Your first impressions are desired.

Assignment	No Danger (1)	Slight Danger (2)	Moderate Danger (3)	High Danger (4)	Certain Extreme Danger (5)
1. Murder	—	—	—	—	—
2. Indecent exposure	—	—	—	—	—
3. Family disturbance	—	—	—	—	—
4. Reckless driving	—	—	—	—	—
5. Burglar alarm sounding	—	—	—	—	—
6. A man down	—	—	—	—	—
7. Disturbance with teenagers	—	—	—	—	—
8. Firearms discharged	—	—	—	—	—
9. Officer needs help	—	—	—	—	—
10. Attempted suicide	—	—	—	—	—
11. Robbery in progress	—	—	—	—	—
12. Assault with a deadly weapon	—	—	—	—	—
13. Rape victim	—	—	—	—	—
14. Burglary in progress	—	—	—	—	—
15. Drunk driver	—	—	—	—	—
16. Insane person	—	—	—	—	—
17. Malicious mischief	—	—	—	—	—
18. A suspicious person	—	—	—	—	—
19. Meet a citizen	—	—	—	—	—
20. Animal bite victim	—	—	—	—	—

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Police officers are frequently called upon to perform jobs or services that are not "in the book". Some of these services are listed below. Some officers' opinions about the services are also given below. Next to each service, put the number of the statement that best represents your opinion about being asked to perform that job.

1 1. It uses up valuable time that should be devoted to law enforcement.

2 2. It's a job that has to be done and police are as well equipped as anybody to do it.

2 3. It serves an important public relations function but is not really part of police work.

3 4. It's an important and necessary part of police work.

SERVICE FUNCTIONS

A ____ arbitrate domestic disputes

B ____ give directions to motorists

C ____ deliver babies

D ____ administer first aid

E ____ take lost children home

F ____ open locked doors

G ____ fix sump pumps

H ____ watch polls on election day

I ____ operate animal shelters

J ____ aid injured animals

K ____ assist stranded motorists

L ____ direct and control traffic

M ____ check homes of vacationing citizens

N ____ escort people to public functions

O ____ escort money to the bank

P ____ put out household small fires

Q ____ guard valuable property

For each offense listed below, place the appropriate number in the blank next to the offense to indicate what you think should be the maximum sentence prescribed by law. Answer each item, even though you may not be completely sure.

Maximum Sentences

1 1. No punishment
2 2. Two months or less
3 3. Six months to one year
4 4. Two years to five years
5 5. Ten years to twenty years
6 6. Life imprisonment
7 7. Death by execution

Offenses

A ____ Rape
B ____ Murder
C ____ Prostitution
D ____ Assault with a Deadly Weapon
E ____ Loitering
F ____ Malicious Mischief
G ____ Breaking and Entering
H ____ Possession of Narcotics
I ____ Drunken Driving
J ____ Disorderly Conduct
K ____ Auto Theft
L ____ Indecent Exposure
M ____ Larceny
N ____ Treason
O ____ Inciting to Riot
P ____ Adultery
Q ____ Assault and Battery on a Policeman
R ____ Sale of Pornographic Material
S ____ Unlawful Possession of Firearms
T ____ Sodomy
U ____ Robbery
V ____ Corrupting Morals of a Minor
W ____ Gambling
X ____ Illegal Assembly

DISCRETIONARY SITUATIONS

Directions

On the following pages you are presented with situations which a police officer might encounter in real life. After each situation are a number of actions that may be taken in response to it.

We are interested in the responses you might make to each situation. Please indicate by marking the special answer sheet whether or not you think you might follow the course of action described in <u>each</u> response. If you think you might take the action, fill in the space in the column headed "Y" (yes). If you think you would <u>not</u> take the action, fill in the space in the column headed "N" (no). In marking your answers on the answer sheet be sure that the number of the action is the same as the number on the answer sheet.

You may answer yes to more than one action for any given situation. You may answer no to more than one action for any situation. You must, however, answer either yes or no for every action.

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While walking your beat you come upon two teenagers slugging it out. You step in to separate them when one of the boys takes a swing at you which grazes off your cheek. Indicate whether or not you might do each of the following.

1. Arrest the boy who took a swing at you
2. Ignore the punch
3. Give the boys a strong warning
4. Restrain the boy until he has cooled off

You are on foot patrol at night. As you approach a tavern, a man, obviously drunk, comes out. He gets into his car and starts the motor. You recognize him as a prominent lawyer active in the town's major political party. What would you do?

5. Arrest him for drunkenness
6. Give him a ticket for drunken driving
7. Put him in a cab
8. Call his family to pick him up
9. Ignore the incident and stay out of trouble

You are hunting for a parking space downtown, while off duty. You finally spot a place and are about to pull into it when another car suddenly pulls into it ahead of you. What would you do?

10. Identify yourself as a policeman and tell him to move on
11. Find another parking place
12. Get out of your car and tell the other driver that you saw the space first

You are in a patrol car with your partner at 11 p.m. when you get a call: someone has phoned in a complaint about a loud quarrel in a neighbor's apartment. The area is one of large apartment buildings mostly occupied by people of low income. You and your partner go to investigate. A man opens the door, and behind him you can see a woman standing; she is crying and her dress is torn, but she doesn't seem to be hurt. The man blocks your way and shouts, "A goddamn cop! Who the hell needs you?!" What would you do?

13. Force your way past the man and then question the woman
14. Arrest the man
15. Draw your gun and order the man to step aside so that you can investigate
16. Call Headquarters for assistance
17. Call out to the woman and ask her if she needs help

You graduated from the academy and were appointed to your department two months ago. Since then you have been walking a beat in a slum area. Every day for the past week, an 18 year old punk has been baiting you by calling you chicken and saying you're nothing without your gun. Today, because there is a group of admiring girls nearby, he is putting on a special show, inviting you into the alley. You have no doubt that you can take him. What would you do?

18. Accept his invitation immediately
19. Arrest the boy
20. Ignore the boy and keep walking
21. Give the boy a lecture and a warning
22. Tell him you'll come back when you are off duty and accept his invitation

You're alone on a stakeout in your car on a complaint of a peeping Tom. Not long after dark a man comes up and walks over to the window of a house across the street. There are no lights in the house, and he starts to leave. You get out of your car and call for him to stop. He sees you and begins to run, and you run after him. After you've chased him for a block, you realize that he is going to outrun you. What would you do?

23. Call in his description to Headquarters on the car radio
24. Fire a warning shot and order him to stop
25. Wave down a car and chase the man
26. Go back to your car and drive around to search for him
27. Give up the chase and return to duty

In your assigned neighborhood there are several men out of prison on parole. You see one of them in a pool hall being friendly with local known criminals, which is a direct parole violation. You know this man has a job and a wife and family. What would you do?

28. Warn him about the violation
29. Report the incident to his parole officer
30. Ignore the incident
31. Arrest him

You are on duty in a bus terminal when a man who is loud and obviously drunk comes up to you and asks where to find his bus. A number of people have stopped to watch. What would you do?

32. Direct him to his bus
33. Escort him to his bus
34. Take him to jail for the night to sober up
35. Ignore him
36. Show him where he can get the information

While walking foot patrol in the city at night, you observe a man pulling a woman into a car, about a block away. The car pulls away from the curb and heads in your direction. What would you do?

37. Continue patrolling your beat
38. Call in a description to Headquarters
39. Signal the car to pull over
40. Take out your revolver and signal the car to pull over
41. Fire two warning shots and signal the car to pull over

You have just signalled a car to pull over after it has gone through a red light. As you approach the car, you recognize the driver as a member of the police force of a neighboring town. His breath smells of alchohol. What would you do?

42. Give him a ticket
43. Find other transportation for him
44. Call his superior
45. Give him a warning
46. Let him continue on his way

You are on a two-man car patrol in a slum neighborhood. You turn into a block where a free-for-all involving about 30 teenagers is underway. What would you do?

47. Call Headquarters for help and advance in your car with siren and light
48. Call Headquarters for help and try to break up the fight without force
49. Call Headquarters for help, draw your revolver, and break up the fight
50. Call Headquarters for help and wait until it arrives

PERSONALITY INVENTORY

Directions

On the following pages you will find a series of statements which a person might use to describe himself. Read each statement and decide whether or not it describes you. Then indicate your answer on the separate answer sheet.

If you agree with a statement or decide that it does describe you, answer T (TRUE). If you disagree with a statement or feel that it is not descriptive of you, answer F (FALSE).

In marking your answers on the answer sheet, be sure that the number of the statement you have just read is the same as the number on the answer sheet.

Answer every statement either true or false, even if you are not completely sure of your answer.

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1. I am careful about the things I do because I want to have a long and healthy life.
2. I think a man is smart to avoid being talked into helping his acquaintances.
3. Gambling, especially for high stakes, has a great deal of appeal to me.
4. People are basically "good."
5. Heaven help the person who tries to cheat me.
6. I seldom get bored with a job.
7. I would go without lunch rather than borrow even small amounts of money.
8. At times I feel angry with people I really love.
9. I think that most people are much too gentle.
10. I never feel extremely upset or frightened by the end of a hard day.
11. I almost always accept a dare.
12. When I see someone who looks confused, I usually ask if I can be of any assistance.
13. Even if I had the opportunity to steal a large sum of money without getting caught, I still wouldn't take it.
14. People generally try to fool you in one way or another.
15. Physical violence is hardly ever necessary.
16. I often do dangerous things without stopping to consider their effects.
17. I sometimes feel selfish about things that are important to me.
18. I don't like tense, dramatic TV shows.
19. I would not like sending people to prison if I were a judge.
20. Little things scare me more than they do most people.
21. I would never want to be a forest-fire fighter.
22. All babies look very much like little monkeys to me.
23. I have often done dangerous things for the thrill of it.
24. There are many people who are willing to help me.
25. Practical jokes are an enjoyable part of life.

26. I do almost everything very carefully.

27. I have never cheated in any manner.

28. I enjoy discussing important things such as love or death.

29. I believe that it is only natural for men to enjoy going to war.

30. I find it easy to concentrate.

31. I would enjoy learning to walk on a tightrope.

32. I feel very sorry for lonely people.

33. No matter how daring a thief is, I think he should be caught and punished.

34. In this world if you don't step on the other fellow, he'll step on you.

35. If someone tried to cheat me, I would probably forgive and forget.

36. If I'm asked a question, I generally give the first answer that comes into my head.

37. Sometimes I make up excuses in order to get out of doing a favor for someone.

38. Since I go to the movies for relaxation, I only like to see happy films.

39. I could never accept the torturing of prisoners as a result of war.

40. I frequently lose bills before paying them.

41. I can't imagine myself jumping out of an airplane as skydivers do.

42. I dislike people who are always asking me for advice.

43. I think that I could commit a crime and get away with it.

44. Policemen are generally honest.

45. I enjoy hearing about the misfortunes of those I dislike, but I'll pretend I'm sorry.

46. Rarely, if ever, do I do foolish things without thinking.

47. Even when I have not had enough sleep, I wake up ready to work as efficiently as ever.

48. I would like to read over a childhood diary of mine to find out how I felt and thought.

49. I believe that "Each man hurts the one he loves," sometimes on purpose.

50. I do not get upset with people who startle me.

51. I would never pass up something that sounded like fun just because it was a little bit hazardous.

52. People like to tell me their troubles because they know that I will do everything I can to help them.

53. I think that one must be an honest person to reach the top in almost any field.

54. Most welfare agencies are out to cheat the public.

55. I would never threaten anyone with physical attack.

56. I often do something "just for the heck of it."

57. Sometimes I use my friends to my own advantage.

58. I was very happy when I was in school.

59. I don't believe in punishing a child severely.

60. I often feel afraid of something that doesn't really matter to me at all.

61. I avoid some hobbies and sports because of their dangerous nature.

62. I get little satisfaction from serving others.

63. I'd like to meet a famous criminal.

64. Most people are decent and trustworthy.

65. I always try to get the other fellow before he gets me.

66. I'm a very cautious and thoughtful person.

67. I always live up to my responsibilities.

68. I sometimes enjoy being noisy.

69. Fear is a good way to control children, and I would use it.

70. I never become terrified when I am being introduced to strangers.

71. I think it would be enjoyable and rather exciting to feel an earthquake.

72. I believe in giving friends lots of help and advice.

73. The so-called happy life of gamblers has no appeal to me.

74. In today's world, people don't treat others the way they should.

75. No one likes a show-off, but I'd just as soon let him alone than show him up.

76. I usually do anything I feel like doing.

77. When I can, I try to get out of doing jobs I don't enjoy.

78. At night I rarely think over what has happened to me during the day.

79. I dislike horror movies.

80. I start to feel scared when I think about the things that worry me.

81. I try to get out of jobs that would require using dangerous tools or machinery.

82. I really do not pay much attention to people when they talk about their problems.

83. I would like the work of a spy.

84. I doubt if you'll get "taken" even if you're not on the alert.

85. If I were angry enough, I might even strike a friend.

86. I like to take time to plan things.

87. I cannot think of any way in which I have failed a friend.

88. I like to think about difficult questions even if I can't find answers to them.

89. Learning about old torture methods would be very interesting to me.

90. I never get so scared that I become physically ill.

91. I would enjoy the feeling of riding to the top of an unfinished skyscraper in an open elevator.

92. I am usually the first to offer a helping hand when it is needed.

93. I do not think it's right to take advantage of someone, even if he lays himself open to it.

94. Someone is always getting away with something.

95. I don't very often feel like telling someone off.

96. I can't stand boring work.

97. Sometimes I get angry with my friends.

98. I am quite careful not to think about anything evil.

99. Accidents are never thrilling to me.

100. I get so scared of losing control of myself that I don't know what to do.

101. I prefer a quiet, secure life to an adventurous one.

102. If someone is in trouble, I try not to become involved.

103. I think I could plan a perfect crime.

104. I doubt if people are always out to trick you.

105. I often tell others of my dislike for a person.

106. I like to take time for planning when I do something.

107. I would not let being sick cause me to be cross with a loved one.

108. When something upsets me, I usually spend some time thinking about the reason.

109. The way I see it, frightening someone who is defenseless is an innocent joke.

110. My heartbeat stays about the same, even when something unexpected happens.

111. Swimming alone in strange waters would not bother me.

112. I would prefer to care for a sick child myself rather than hire a nurse.

113. I believe that if a group gets into trouble, each person should tell the whole truth as he sees it whatever the results may be.

114. There are so many thieves nowadays that you need eyes in the back of your head.

115. "Turning the other cheek" is better than fighting.

116. I usually do things in a hurry.

117. Every once in awhile I feel like "telling someone off."

118. I don't like much excitement.

119. I would hate to butcher animals for a living, or for any reason.

120. My heart jumps and seems to stop when I am surprised.

121. I never go into sections of a city that are considered dangerous.

122. I avoid doing too many favors for people because it would seem as if I were trying to buy friendship.

123. I enjoy taking the thrills of risks and gambles.

124. Most students do not cheat on examinations.

125. I let people know when I'm angry.

126. I almost always think things through before I take action.

127. I am never late for appointments.

128. Parts of my childhood were very difficult for me.

129. I think that the ability to stand pain is a sign of manhood.

130. I am able to remain calm even in unfamiliar places.

131. To me, crossing the ocean in a sailboat would be a wonderful adventure.

132. When I see a baby, I often ask to hold him.

133. Even if a professional criminal is successful, I don't think he is worthy of admiration.

134. If you're not on guard all the time, someone will take advantage of you.

135. Even though it might be justified, I rarely get angry.

136. Many times I do things without thinking.

137. Sometimes I gossip about my friends.

138. I have always felt equally close to both my parents.

139. Pain could never be a blessing to mankind.

140. My own thoughts terrify me so much sometimes that I begin to feel faint.

141. Surfboard riding would be too dangerous for me.

142. People's tears tend to irritate me more than to arouse my sympathy.

143. Sometimes I have been so impressed by the shrewdness of a crook that I hoped he would get away with it.

144. I believe the majority of people in the world are honest.

145. I'll never go out of my way to avoid a good fight.

146. I would not enjoy driving in a fast car.

147. I admit my errors very frankly without trying to hide anything.

148. I would like to go back to my childhood home.

149. I like to read about or see accidents.

150. I do not panic more quickly than most people.

151. I would enjoy exploring an old deserted house at night.

152. I feel most worthwhile when I am helping someone who is disabled.

153. I cannot imagine doing something which might lead to trouble just for the excitement of it.

154. There is good reason to believe that "there's a sucker born every minute."

155. I generally keep my angry feelings to myself, rather than expressing them.

156. I'm willing to do almost anything on the spur of the moment.

157. When people tease me, I sometimes get annoyed even if it is meant in fun.

158. I think it is childish to "let yourself go."

159. Criminals should be understood, not punished in public.

160. Although I try very hard I cannot keep from acting scared.

161. I will not climb a ladder unless someone is there to steady it for me.

162. I become irritated when I must interrupt my activities to do a favor for someone.

163. When a teenager I did things that might have gotten me into trouble.

164. Nowadays people aren't so crooked that you always have to watch out.

165. I believe that physical violence is often justified.

166. I always weigh any risks that I may have to take.

167. I put the good of the community and the country above my own interests.

168. At times I thought one or both of my parents were being quite unfair to me.

169. There should be more stories about gangland wars on television.

170. I do not get extremely nervous when people expect me to take part in a discussion.

171. I would like to drive a motorcycle.

172. Seeing an old or helpless person makes me feel that I would like to take care of hi

173. If I were caught doing something wrong, I'd probably tell the whole truth even if it hurt me.

174. Most people are crooked.

175. I never hit people when I am angry.

176. I enjoy doing things or going places without doing any planning.

177. If it were to my advantage I would mention the name of an important person I had met.

178. I don't see much point in travelling around when home is quite comfortable.

179. I don't believe that torture should ever be used, no matter how serious the crime.

180. I become afraid when I must go anywhere alone.

181. To me, it seems foolish to ski when so many people get hurt that way.

182. It doesn't affect me one way or another to see a child being spanked.

183. If it were possible, I'd enjoy spending some time working in a burlesque theatre.

184. People do not do things just to find out if they can get away with it.

185. I usually attack rather than ignore a person who angers me.

186. I do not mind doing one thing for a long period of time.

187. A promise of getting something for nothing would be no temptation to me.

188. In these times it is important for me to keep informed of recent political events.

189. It's of little importance to me that thousands of people starve every year.

190. I never become so scared that I feel like running away.

191. I like the feeling of speed.

192. I can remember that as a child I tried to take care of anyone who was sick.

193. I think it is wrong to take advantage of someone of the opposite sex.

194. Politics are and always will be rotten.

195. I would never enjoy making anyone feel inferior.

196. I may suddenly just get up and do something with no apparent warning or reason.

197. I can remember at least one time when I damaged or lost someone else's property and did not replace or repair it.

198. I don't like to think about the troubles in the world today because there is nothing I can do about them.

199. I could never accept mercy killing.

200. Even when I know something cannot hurt me, I sometimes feel afraid.

POLICE BACKGROUND INFORMATION FORM

NAME_____ SOCIAL SECURITY NUMBER_____

BIRTHDATE_____

TO WHICH MUNICIPALITY DID YOU APPLY?_____

1. Please list all the full-time jobs which you have held. Begin with the most recent.

Name of Firm	Position	Start Date	End Date

2. How much formal education have you had? (Circle the highest grade completed.)

1 2 3 4 5 6 7 8 9 10 11 12 (College) 1 2 3 4

FOR EACH OF THE FOLLOWING PLACE A CHECK ON THE MOST APPROPRIATE LINE

3. Were you ever expelled or suspended from a school?

1_____Yes

2_____No

4. How many months have you been unemployed in the last five years?

1_____None (always employed or full-time student)

2_____1 or 2 months

3_____3 or 4 months

4_____5 or 6 months

5_____More than 6 months

5. Have you served in the armed forces?

1_____Yes

2_____No

(If "yes," please answer the questions in the column to the right.)

5a. How long did you serve in the armed forces?

_____years

5b. What was your rank when you were discharged?

_____

5c. Were you ever demoted in rank?

1_____Yes

2_____No

5d. Were you ever court-martialed?

1_____Yes

2_____No

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6. What is your present marital status?

1_____Single

2_____Married

3_____Divorced, separated, widowed

(If you are not single:)

6a. Have you been married more than once?

1_____Yes

2_____No

7. How many persons (not including yourself) are dependent upon you for all or most of their support?

1_____None

2_____1

3_____2 or 3

4_____4 or 5

5_____More than 5

8. What is the largest amount of money (not including home mortgages and automobile loans) you have ever owed at one time to banks, individuals, or companies?

1_____Less than $500

2_____$500 to $999

3_____$1,000 to $4,999

4_____$5,000 or more

9. During most of the time before you were 18, with whom did you live?

1_____Both parents

2_____One parent

3_____Other

10. With how many brothers and sisters did you grow up?

1_____None

2_____1 to 3

3_____4 or more

11. With regard to your brothers and sisters, are you the:

1_____Oldest

2_____Youngest

3_____Have no brothers or sisters

4_____Other

12. What was your father's chief occupation?

1_____Unskilled or semi-skilled work (for example: bus driver, plumber's helper, farm laborer, etc.)

2_____Service work (for example: porter, elevator operator, waiter, etc.)

3_____Skilled work (for example: electrician, lathe operator, foreman, etc.)

4_____Sales or office work

5_____Policeman or fireman

6_____Professional (for example: lawyer, teacher, etc.)

7_____Owner of a business or farm

8_____Business executive

13. The place in which you spent the most time during your early life was a:

1_____Farm

2_____Town of less than 2,000 people

3_____Town of 2,000 to 10,000 people

4_____City of 10,000 to 100,000 people

5_____City larger than 100,000 people

. In how many different cities, towns, or townships have you lived?

1_____Same one all my life

2_____Two different ones

3_____Three different ones

4_____Four different ones

5_____Five or more

. How many residences have you had in the past five years?

1_____One

2_____Two

3_____Three

4_____Four

5_____Five or more

. How long have you lived at your present address?

1_____1 to 5 months

2_____6 to 12 months

3_____1 to 2 years

4_____2 to 3 years

5_____More than 3 years

'. The place in which you live now is a:

1_____Farm

2_____Town of less than 2,000 people

3_____Town of 2,000 to 10,000 people

4_____City of 10,000 to 100,000 people

5_____City larger than 100,000 people

3. Has your driver's license ever been revoked or suspended?

1_____Yes

2_____No

3_____I have never held a driver's license

19. In the last five years, how many times have you been given a traffic ticket for a <u>parking</u> violation?

1_____I have not driven a motor vehicle in the last five years

2_____No tickets

3_____1 ticket

4_____2 or 3 tickets

5_____4 or 5 tickets

6_____6 or more tickets

20. In the last five years, how many times have you been given a traffic ticket for a <u>moving</u> violation?

1_____I have not driven a motor vehicle in the last five years

2_____No tickets

3_____1 ticket

4_____2 or 3 tickets

5_____4 or 5 tickets

6_____6 or more tickets

21. How many automobile accidents resulting in more than $50 total damage have you been involved in as one of the drivers (whether or not you were at fault)?

1_____I do not drive an automobile

2_____No accidents

3_____One accident

4_____Two accidents

5_____Three accidents

6_____Four or more accidents

22. Have you ever been arrested?

1_____No

2_____Yes, once

3_____Yes, more than once

23. What do you consider your state of health to be?

1_____Fair

2_____Good

3_____Excellent

24. What do you consider your religious affiliation to be?

1_____Catholic

2_____Protestant

3_____Jewish

4_____Other

5_____None

25. Whatever your religion, how strongly religious would you say you are?

1_____Strongly religious

2_____Moderately religious

3_____Not religious

26. Is a language other than English often spoken in your home?

1_____Yes

2_____No

If "yes": What language is it?

_____

27. What do you consider your nationality to be?

1_____East European

2_____Irish

3_____Italian

4_____American

5_____Other (specify)_____

_____

28. What do you consider your race to be?

_____

29. To how many clubs or civic or social organizations do you now belong? (For example, church, PTA, Lions--any group which has regular meetings and a definite membership.)

1_____None

2_____1

3_____2 or 3

4_____4 to 6

5_____7 or more

30. Do you have any close friends or relatives who are or were police officers?

1_____Yes

2_____No

31. Have you ever held a position related to police work, such as military police, security guard, auxiliary police, etc.?

1_____Yes

2_____No

If "yes," explain briefly.

_____

_____

_____